



Elevate 215 and Philadelphia Citywide Talent Coalition | Toplines

734 interviews among Philadelphia Teachers, September 27 - October 9, 2023, MOE $\pm 3.6\%$

Q1. Are you currently employed as a teacher?

100% Yes
- No

Q2. What grades do you currently teach? Select all that apply.

50% Kindergarten-5th grade
32 6th-8th grade
32 9th-12th grade
- None of the above

Q3. Where do you teach? Select all that apply.

82% School District of Philadelphia public school
18 Philadelphia charter school
0 Philadelphia private, parochial, or faith-based school
- None of the above

Q4. Are you a certified teacher?

86% Yes, I am certified
10 Yes, I hold an emergency certificate
1 Yes, I hold an intern certificate
3 No
0 Not sure

Q5. Altogether, how many years of teaching experience do you have?

2% Less than 1 year
8 1-2 years
12 3-5 years
20 6-10 years
20 11-15 years
39 16 or more years

Q6. Altogether, how many years have you taught in the city of Philadelphia?

5% Less than 1
11 1-2 years
17 3-5 years
21 6-10 years
15 11-15 years
30 16 or more years

Polling was conducted online from September 17 - October 9, 2023. Using Dynamic Online Sampling to attain a representative sample, Change Research polled 734 teachers working in Philadelphia K-12 Schools. You can see a full methodology statement [here](#), which complies with the requirements of AAPOR's Transparency Initiative. Members of the Transparency Initiative disclose all relevant details about our research, with the principle that the public should be able to evaluate and understand research-based findings, in order to instill and restore public confidence in survey results.

Q7. Which of the following subjects do you currently teach? Select all that apply.

23%	English or language arts
22	Elementary homeroom or generalist (multiple subjects)
20	Special education
18	Math
14	Science
13	History or social studies
8	English as a second language (ESL)
6	Visual or performing arts
3	Foreign language
2	Physical education
14	Something else (please specify)

Q8. In general, how would you say schools in Philadelphia are doing? Are they going in the right direction or are they off on the wrong track? (Sorted descending by *Right direction*)

	Right direction	Wrong track
The school you currently teach at	65	35
Schools in Philadelphia	31	69

Q9. Do you agree or disagree with the following statement?

“Philadelphia provides opportunities for teachers to have a rewarding career.”

5%	Strongly agree
35	Somewhat agree
16	Neither agree nor disagree
27	Somewhat disagree
16	Strongly disagree

Q10. How satisfied are you with each of the following aspects of your current teaching position? (Sorted descending by *Very satisfied*)

	<u>Satisfied</u>		<u>Unsatisfied</u>		Not sure
	Very	Somewhat	Somewhat	Very	
Your relationship with other teachers at your school	49	40	9	2	0
Your relationship with your school administration	35	37	15	12	2
Diversity of the staff	31	39	16	12	2
Your current class size or number of assigned students	26	30	20	24	1
Vision and priorities established at my school	24	42	18	14	1
Health and retirement benefits	24	50	16	8	2
Access to professional development and leadership opportunities	24	39	21	12	3
School safety	22	37	23	17	1
Number of teachers and non-teaching staff	15	35	27	21	2

	<u>Satisfied</u>		<u>Unsatisfied</u>		Not sure
	Very	Somewhat	Somewhat	Very	
Access to adequate facilities and resources	13	28	27	32	1
Your current workload	11	33	27	29	0
Salary	8	40	26	25	1

Q11. In my current teaching position... (Sorted descending by *Strongly agree*)

	<u>Agree</u>			<u>Disagree</u>	
	Strongly	Somewhat	Neither agree nor disagree	Somewhat	Strongly
I am treated with respect by my peers	53	34	6	4	2
I am treated with respect by my school administration	42	28	11	10	8
I am treated with respect by parents	37	41	12	7	3
I feel physically safe in my work environment	33	35	12	14	6
I feel emotionally safe in my work environment	27	32	15	16	10
I feel comfortable expressing my opinions	26	37	11	16	10
I feel supported in my role	25	36	13	17	10
I feel like my input matters when it comes to school policies and practices	17	29	18	18	18

Q12. What are one or two of the biggest challenges you face as a teacher? [[See Appendix A](#)]

Q13. What are your top concerns when it comes to teaching? Please select up to three.

- 46% Teaching workload
- 41 Unrealistic expectations around student achievement
- 39 Inadequate salary or benefits
- 38 Lack of staff to address student needs
- 37 Managing student behavior
- 30 Having to take on work outside the scope of the teaching position
- 24 The amount of administrative paperwork
- 22 Politicization of education
- 18 Having to teach to standardized tests
- 17 Lack of support from school administration
- 17 School safety
- 9 Negative interactions with parents
- 8 Lack of professional growth opportunities
- 0 None of the above
- 11 Something else (please specify)

Q14. Here is a list of potential reasons why people may decide to pursue teaching. Of the following, which are the top THREE reasons you decided to pursue teaching?

- 60% Wanting to make an impact on future generations
- 57 Wanting to make a positive social impact on the community
- 51 Working with kids and families
- 34 Wanting to improve social, racial, or economic justice
- 32 Inspired by a teacher or mentor to pursue teaching
- 23 Being able to take summers off
- 19 Inspired by a family member who was or is an educator
- 14 Access to health and retirement benefits
- 6 Pathway to long-term education career goals, such as becoming a principal or superintendent
- 4 Salary
- 1 None of the above
- 6 Something else (please specify)

Q15. What are one or two things that motivate you to stay in the teaching profession? [[See Appendix B](#)]

Q16. How likely are you to recommend teaching in Philadelphia to someone you know on a scale of 0 to 10, where 0 means you are not at all likely to recommend teaching in Philadelphia and 10 means that you are extremely likely to recommend it?

- 16% 0-not at all likely
- 5 1
- 7 2
- 9 3
- 7 4
- 19 5
- 10 6
- 14 7
- 8 8
- 2 9
- 4 10-extremely likely

Q17. Have you ever considered leaving the teaching profession in Philadelphia?

- 19% No, I have never considered leaving
- 55 I have considered leaving, but have not taken any action to pursue other opportunities
- 21 I have considered leaving and have taken steps to pursue other opportunities
- 6 I have considered leaving and I'm already planning to leave

Q18. [If considered leaving] How long do you think you will continue teaching in Philadelphia?

- 4% Less than a year
- 22 1-2 more years
- 17 3-5 more years
- 31 More than 5 years
- 26 Not sure

Q19. [If considered leaving] Which of the following would you consider pursuing if you decide to leave teaching in Philadelphia? Select all that apply.

- 48% A K-12 teaching role outside of Philadelphia
- 39 A job related to K-12 education, but not within a school or school system
- 34 A job unrelated to K-12 education
- 22 A non-teaching job within a school or school system, such as a principal or administrator
- 19 Retirement

10 Something else (please specify)

Q20. Here is a list of financial incentive policies to assist teachers. On a scale of 1 to 10, please rank how much each policy motivates you to continue teaching as a Philadelphia school teacher, where 1 is the most motivating and 10 is the least motivating. (Sorted descending by “1” rating)

	1	2	3	4	5	6	7	8	9	10	Not a motivating factor
Increases in salary	53	18	7	6	2	3	1	2	2	3	3
Student loan forgiveness	14	14	8	8	9	7	5	3	3	3	27
Subsidized or reduced cost, high-quality healthcare	9	15	15	15	14	8	7	5	2	1	10
Retention bonuses	7	18	20	16	8	8	7	3	2	1	10
Reimbursement for tuition and certification	6	11	12	14	14	11	6	5	2	1	19
Increases in parental benefits (such as paid leave and childcare subsidies)	5	8	8	10	11	10	6	4	4	3	32
Free or subsidized parking	3	2	5	3	4	4	6	6	7	6	53
Home buying subsidies	3	4	8	8	11	10	9	6	2	2	36
Free or subsidized transit passes	2	3	5	4	4	6	7	7	6	6	50
Rental subsidies	2	2	4	4	5	6	6	7	7	5	54

Q21. Here is a list of professional incentive policies to assist teachers. On a scale of 1 to 10, please rank how much each policy motivates you to continue teaching as a Philadelphia school teacher, where 1 is the most motivating and 10 is the least motivating. (Sorted descending by “1” rating)

	1	2	3	4	5	6	7	8	9	10	Not a motivating factor
Reducing the amount of administrative tasks assigned to teaching staff, including paperwork	24	22	12	8	8	4	5	6	2	3	8
Increased preparation time or team-based work time	23	21	14	9	6	7	3	2	3	2	10
More flexible work hours	17	15	13	12	8	5	5	3	4	2	15

	1	2	3	4	5	6	7	8	9	10	Not a motivating factor
A more inclusive and accepting school culture	10	5	9	14	9	10	8	6	4	2	24
Clearer pathways to leadership roles	6	7	6	8	8	7	7	8	4	3	36
Increased access to mental health resources and supports	5	8	13	11	11	8	8	6	4	2	25
Access to coaching and mentoring support	4	7	9	7	11	10	6	6	4	3	34
Increased access to professional development	4	6	7	10	12	10	8	6	4	2	29
Priority enrollment for children of Philadelphia teachers	4	4	4	5	4	6	4	3	6	7	53
Access to identity-based affinity groups	3	2	5	4	6	5	8	7	6	5	50

Q22. What is one piece of advice you have for policymakers who want to attract, support, and retain high-quality teachers in Philadelphia? [\[See Appendix C\]](#)

D1. Are you:

18% Male
 79 Female
 2 Non-binary
 0 Other

D2. Age

30% 18 to 34
 44 35 to 49
 24 50 to 64
 2 65+

D3. What is your race/ethnicity?

64% White / Caucasian
 23 Black or African American
 6 Hispanic or Latino/a
 4 Asian / Pacific Islander
 0 American Indian or Alaska Native
 2 Other

D4. What is the highest level of education you have completed?

19% Bachelor's degree, or four-year college degree
 77 Master's degree
 4 Doctoral degree

D5. Do you own or rent where you live?

62% Own
28 Rent
6 Live with friends or family
3 Prefer not to say

D6. Are you the parent or guardian of a child(ren) under the age of 18?

44% Yes
56 No

D7. Which of the following best describes your marital status:

25% Single, never married
51 Married
8 Divorced
9 Living with a partner
2 Widowed
2 Separated
3 Prefer not to say

D8. What is your annual household income?

0% Less than \$20,000
1 \$20,000 to \$34,999
2 \$35,000 to \$49,999
19 \$50,000 to \$74,999
25 \$75,000 to \$99,999
18 \$100,000 to \$124,999
25 \$125,000 or more
10 Prefer not to say

D9. How much student loan debt do you currently have?

32% I have paid off my student loan debt in full
3 Under \$5,000
4 \$5,000-\$9,999
10 \$10,000-\$24,999
11 \$25,000-\$49,999
28 Over \$50,000
11 I have never had student loan debt

D10. Region

State

93% Pennsylvania
6 New Jersey
1 Delaware

Lives in the City of Philadelphia

60% Yes
40 No

Appendix A: What are one or two of the biggest challenges you face as a teacher?

The responses to the open-ended question provide insight into the challenges faced by educators in a broad range of areas. One of the most prevalent issues for teachers is workload. Teachers often feel overwhelmed by the amount of paperwork, planning, and grading that is required, especially when they are not given enough time during the school day to complete these tasks. This can lead to a poor work-life balance and feelings of burnout.

Another challenge that teachers face is the lack of resources and support. Many teachers feel that they do not have access to adequate materials and supplies for their classrooms, which hinders their ability to effectively teach and engage their students. Additionally, there is a lack of support staff, such as social workers, to help address the social and emotional needs of students. This puts an additional burden on teachers who are already stretched thin.

Additionally, teachers express concerns about their salary and the financial strain they face, especially considering the demands of their profession and the cost of living. Many teachers feel undervalued and believe that their compensation does not reflect the amount of work and dedication they put into their jobs.

Lastly, many teachers cite behavioral issues and lack of parental support as challenges. Teachers report dealing with disruptive behavior and a lack of discipline for students who misbehave. This creates a challenging learning environment for both the teacher and the other students. Additionally, many teachers express frustration at the lack of parental involvement and support, which makes it difficult to address and resolve issues that arise in the classroom.

Overall, teachers face a multitude of challenges in their profession. From heavy workloads and paperwork to lack of resources and support, these challenges can have a significant impact on the quality of education that teachers are able to provide. Addressing these challenges will require a multifaceted approach, including providing adequate resources and support, reducing class sizes, improving behavior management strategies, and ensuring fair compensation for teachers.

Appendix B: What are one or two things that motivate you to stay in the teaching profession?

Based on the responses provided, it is clear that the primary motivation for teachers to stay in the profession is the impact they have on their students. Many respondents mentioned the joy they experience when they see their students succeed, have "ah-ha" moments, and grow in confidence. The positive impact they have on students' lives is a major source of motivation for many teachers.

Similarly, many teachers are motivated by the relationships they form with their students. Building strong connections with students and their families was mentioned multiple times as a motivating factor. Teachers value the opportunity to be positive role models, especially for students who may not have many others who look like them. The desire to make a difference and be a source of stability and support for students was a recurring theme.

Professional benefits also play a role in motivating teachers to stay in the profession. While not the primary motivation for most, having health benefits and a pension were mentioned as important factors in the decision to continue teaching. Summers off and a consistent schedule were also mentioned as benefits of the profession.

Overall, the responses reflect a genuine passion for teaching and a deep sense of commitment to the well-being and growth of students. Teachers expressed a desire to make a positive impact, to be a source of support and guidance, and to help students reach their full potential. While there were some mentions of challenges and concerns, the overwhelming sentiment is one of dedication and love for the work they do.

Appendix C: What is one piece of advice you have for policymakers who want to attract, support, and retain high-quality teachers in Philadelphia?

Teachers highlight several key areas that require support and improvement in Philadelphia schools. The most common themes include the need for increased salaries, smaller class sizes, and reduced workload. Teachers emphasize that they are professionals and deserve to be treated as such, and they believe that higher pay and better working conditions would help attract and retain high-quality educators.

Another recurring theme is the need for additional support and resources in schools. This includes having more mental health resources available to students, as well as providing support for teachers in the form of reading specialists and classroom assistants. Teachers also stress the importance of providing equitable resources and funding across all schools, regardless of their label or status.

There is also a strong call for policymakers and administrators to listen to the needs and concerns of teachers. Teachers feel that they are often not heard or respected, and they emphasize the importance of having meaningful input in decision-making processes. They also express a desire for administrators to be better trained and understand the realities of the classroom.

Overall, these responses highlight the need for widespread changes in the education system in Philadelphia. Teachers are asking for better pay, improved working conditions, and increased support for both themselves and their students. They believe that these changes would not only benefit educators but also lead to better student outcomes.